

# Human Resource Issues

## 2007 Legislature

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The 2007 legislative session passed legislation that will affect department human resources in a variety of ways. Here are some of the issues the department will be addressing in the 2008-2009 biennium.

### HB13 – Legislated pay and benefits compensation:

- 3% annual salary increases in October 2008 and 2009
- Health benefit increase to \$590 in 2008 and \$626 in 2009
- Employees below 80% of market rate will be moved to at least 80% in October
- 0.6% discretionary broadband pay to be used for market adjustments, performance or increased competencies
  - **Issue: Increases under this category must be linked to department mission and goals, documented and tracked for next session**
  - **Issue: Negotiable with unions, and union expectations may exceed appropriation**
- Longevity increase of 0.5% for the 10<sup>th</sup>-year increment. This increases the rate from 1.5% to 2%.
- All teacher, medical professional and IT plan positions move to broadband pay plan
  - **Issue: The existing teacher pay schedule remains until negotiated**
- **Issue: 2006 salary survey rates have gone up for some positions requiring pay adjustments that were not funded.**
- **Issue: Non-union staff will be moved onto five-year broadband progression, also not funded.**

### Union Negotiations:

- Contract negotiations under way and historically occur after employee pay and benefits (HB13) have been negotiated and set.
  - **Issue: Legislative criticism of HB3 supplemental costs for negotiated contracts exceeding the 2005 session appropriation. Must negotiate in “good faith.”**
  - **Issue: Agreeing to support and carry specific negotiated initiatives to the 2009 session**
- Staff transportation initiative to deal with the impact on Montana State Prison employees from the rising cost of fuel (\$3.25/gallon)
  - **Issue: Limited funding for MSP proposals to increase availability for multiple shifts and increase employer cost-sharing amounts**
  - **Issue: Proposal for transportation stipend at Riverside Youth Correctional Facility**

- Teacher entitlement increase from \$2,000 to \$3,000 per year and expanded eligibility to include an additional position
  - **Issue: Union interest in applying full amount for each eligible employee**
- Probation & Parole Training initiative....pay for competency, current contract
  - **Issue: Implementation costs not funded, occurring in second year of biennium**
- Vacancy Savings...direct care positions in secure facilities are exempted from vacancy savings; MSP, MWP, Pine Hills, Riverside and Treasure State Boot Camp.
  - **Issue: Historical turnover will result in additional funding availability, which may be viewed as available for salary and benefits in union negotiations.**
    - Correctional officer turnover rate was 22% in 2005 and 16% in 2006
    - Probation and parole officers' historic rate has been 6%

Additional FTE and Reduced Overtime Expectations:

- Increased FTE provided to reduce overtime costs at secured facilities
  - **Issue: Overtime is always necessary due to staff leave, training, holiday pay and turnover. Without appropriate relief factor, can facilities operate within appropriation and demonstrate expected reductions with new FTE?**
    - Montana State Prison is authorized 17.25 additional FTE, plus 9 FTE to replace correctional officers needed for the transportation unit and 10-12 additional officers for the expanded work dorm
      - **Issue: Ability to recruit and staff with saturated workforce in Deer Lodge Valley, and ongoing turnover and staffing issues**
      - **Issue: Additional 17.25 FTE still don't fulfill needed relief factor of 33**
    - Youth Services Division is authorized 7 additional FTE (4 at Pine Hills, 2 at Riverside, 1 at the Youth Transition Center)
      - **Issue: Training costs are overtime and limit savings ability. Change in basic training format (MLEA approval) could help**
      - **Issue: Difficult to impact overtime with FTE in smaller facilities**